loyee Data Analysis using Excel

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Employee Classification type Analysis using Excel

PROJECT TITLE

AGENDA

1. Problem Statement
2. Project Overview
3. End Users
4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
8. Conclusion

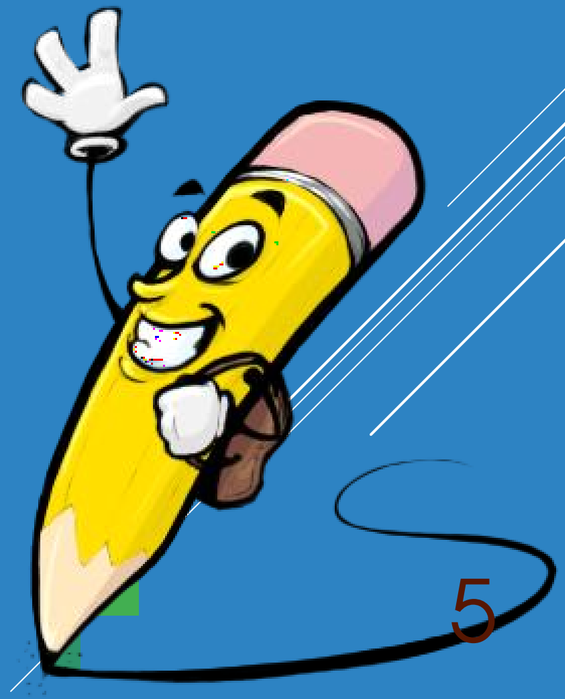
PROBLEM STATEMENT

- A diverse array of employment arrangements, ranges from traditional full-time roles to independent contracting and gig work. This variety, while offering flexibility and catering to different economic needs, also presents significant challenges in terms of classification. Employers, employees, and policymakers often struggle to navigate the complexities of these classifications, leading to issues such as misclassification, inconsistent benefits, and unclear legal responsibilities.

- The problem at hand is to analyze the current types of employment classifications, identify the legal and practical challenges associated with them, and explore the implications for workers' rights, employer obligations, and policy formulation. This presentation aims to shed light on the existing classification types.

PROJECT OVERVIEW

- The problem at hand is to analyze the current types of employment classifications into full time, part time and temporary, and to identify the legal and practical challenges associated with them, and explore the implications for workers' rights, employer obligations, and policy formulation. This presentation aims to shed light on the existing classification types.



WHO ARE THE END USERS?

- HR Professionals and Employers
- Employees and Job Seekers
- Legal and Compliance Teams
- Policy Makers and Government Agencies
- Labor Unions and Advocacy Groups
- Academic Researchers and Economists

OUR SOLUTION AND ITS VALUE PROPOSITION

- FILTERATION- SELECTING THE FEATURES FOR THE PROJECT
  - FOR OMITTING THE EMPTY CELLS
- PIVOT TABLE- FOR OMITTING THE BLANK CELLS
  - ADDED FILTERS, ROWS, COLUMNS
- CHART- BAR GRAPH AS A PROJECT RESULT

SOLUTION FOR THE PROBLEM :

Improved Classification Tools and Systems:

- **Automated Classification Software**: Develop and implement tools that help employers accurately classify workers based on specific criteria, reducing the likelihood of misclassification.
- **Compliance Monitoring Systems**: Use technology to monitor and flag potential misclassifications, helping organizations remain compliant with labor laws

Dataset Description

- EMPLOYMENT DATA SET – TAKEN FROM “KAGGLE”
- FROM 26 CHARACTERISTICS- SELECTED 12 FEATURES

a. EMPLOYMENT NAME
b. START DATE / EXIT DATE
c. EMAIL ID
d. BUSINESS UNIT
e. EMPLOYMENT CLASSIFICATION
f. EMPLOYMENT STATUS
g. DIVISION
h. GENDER
i. DEPARTMENGT TYPE
j. PERFORMANCE METRICS

THE "WOW" IN OUR SOLUTION

1. PIVOT TABLE
2. CONDITIONAL FORMATTING
3. CHARTS AND GRAPH

MODELLING

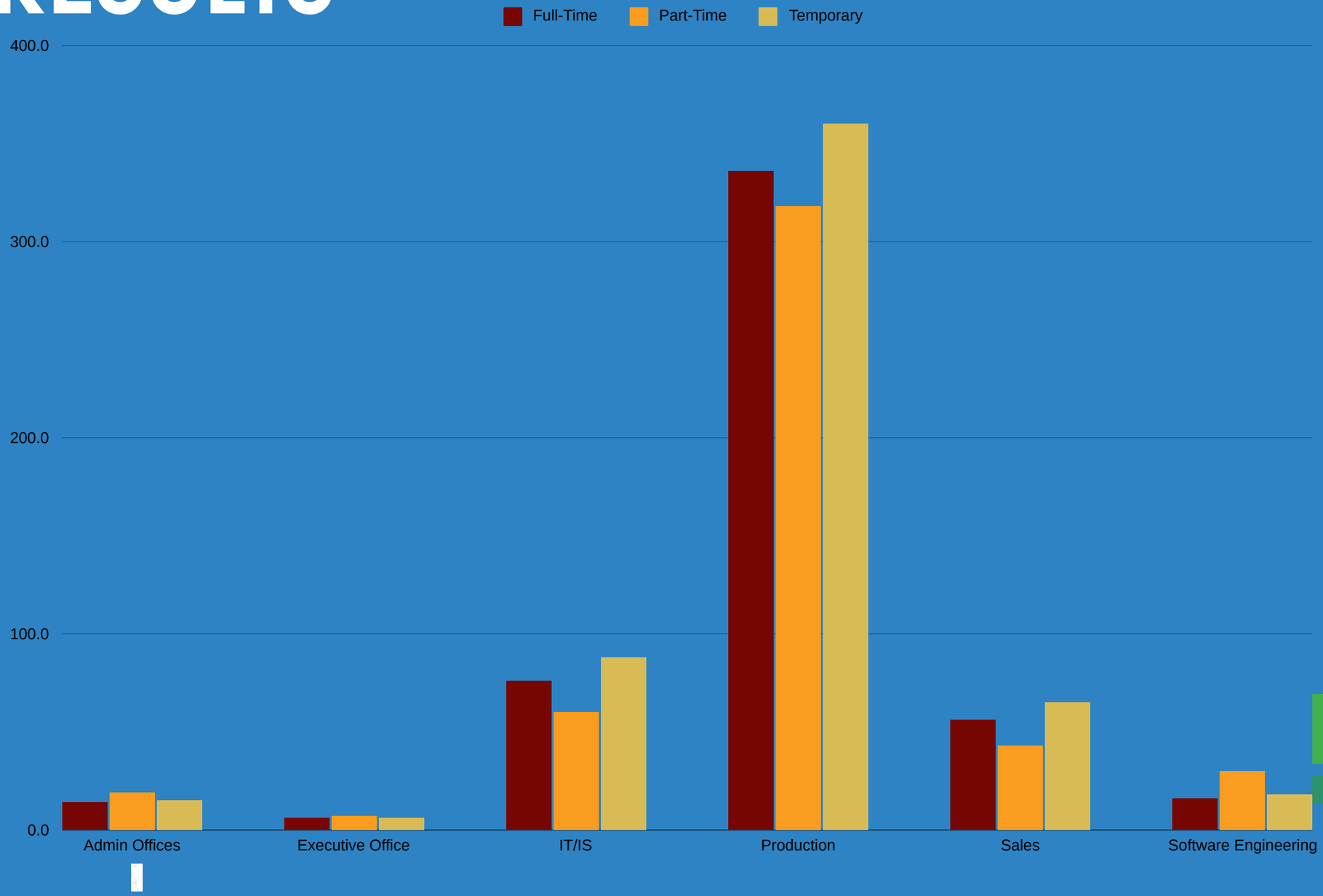
1. DATA COLLECTION: OUR DATA IS COLLECTED FROM “KAGGLE” UNDER THE TITLE EMPLOYMENT DATA SET .

2. DATA CLEANING: FROM 26 CHARACTERISTICS- SELECTED 12 FEATURES

b. EMPLOYMENT NAME
c. START DATE / EXIT DATE
d. EMAIL ID
e. BUSINESS UNIT
f. EMPLOYMENT CLASSIFICATION
g. EMPLOYMENT STATUS
h. DIVISION
i. GENDER
j. DEPARTMENGT TYPE
k. PERFORMANCE METRICS

- 3. TECHNIQUES: OMITTED EVERY BLANK SPACE USING THE FILTER TAB
- 4. PIVOT TABLE: CREATED A PIVOT TABLE WITH THE DATA COLLECTED BY ARRANGING FETURES EACH IN A ROW, COLUMN, FILTER TABS ETC ACCORDING TO OUR RESEARCH.
- 5. CHART: CREATED A GRAPH RESPECTIVE TO OUR PIVOT TABLE TO GET A FINAL RESULT.
- 6. RESULT: OUR PROJECT IS TO FIND THE EXACT NUMBER OF EMPLOYEES EMPLOYED IN EACH DEPARTMENT RESPECTIVE TO THEIR EMPLOYMENT CLASSIFICATION LIFE FULL- TIME, PART-TIME, TEMPORARY BASIS EMPLOYMENT.

RESULTS


Full-Time
Part-Time
Temporary
400.0
300.0
200.0
100.0
0.0
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering

Sum of No of Employees					
	Full-Time	Part-Time	Temporary	Grand Total	
Admin Offices	14	19	15	48	
Executive Office	6	7	6	19	
IT/IS	76	60	88	224	
Production	336	318	360	1014	
Sales	56	43	65	164	
Software Engineering	16	30	18	64	
Grand Total	504	477	552	1533	

conclusion

In conclusion, addressing the complexities of employment classification is crucial in today's evolving workforce. This project has highlighted the challenges posed by current classification systems, including the risk of misclassification and the impact on both employers and employees. By proposing improved tools for classification, the project outlines a path towards a more equitable and transparent employment landscape.